

Asbury Update

Employee News and Information

July 2020

At Home at Hickory New Skilled Nursing Community Welcomes Its First Residents

Several Evergreen and Redwood residents and staff moved to the new Hickory Community late June. With the addition of Hickory, Asbury is now able to offer many more private rooms between the three communities mentioned above - a total of 51, to be exact. To put this in perspective, there were only two private rooms between Evergreen and Redwood prior to Hickory.



The total number of beds available remains the same between all four nursing communities (139), but the number of private rooms between Evergreen, Redwood, and Hickory now exceed the number of semi-private rooms (see chart on the right).

	Previous Semi	Previous Private	New Semi	New Private
Redwood	44	1	18	14
Evergreen	42	1	12	16
Hickory	0	0	8	20

These private rooms (with private bathrooms) were added to meet the consumer's demand. Additional features of Hickory include piped-in oxygen, large separate dining and activity spaces, and an expansive nurses station that allows for better collaboration between doctors, nurses, and caregivers.

Updates You Need to Know

- At this time, Asbury is not offering campus-wide shuttle service for staff.
- Asbury is complying with the Pennsylvania Department of Health regulation for COVID-19 testing of staff and residents. Testing will occur June 29 - July 1. If you have yet to schedule an appointment, please see your supervisor ASAP.
- The time clock at the Main Entrance has been moved so that employees can punch in *before* screening in and then punch out *after* screening out.



Take a Healthy Step

Take a Healthy Step (TAHS) is a personalized health and well-being program that offers rewards when you take simple steps to improve your health. All UPMC employees, and spouses/domestic partners enrolled in UPMC medical coverage can participate.

You (and a covered spouse/domestic partner) must complete the required TAHS activities by the November 11, 2020, deadline to lower your 2021 medical plan deductible by a maximum of \$1,000 for individual and \$2,000 for any level of family coverage.

You can access your account through MyHealth OnLine or download the UPMC Health Plan mobile app.

- Step 1: Complete the MyHealth Questionnaire
- Step 2: Biometric Screening (every three years)
- Step 3: Healthy Step Activities

Reach Your Maximum TAHS Credit Faster

- Sync your fitness device or log six activities monthly in MyHealth OnLine to earn up to \$25 credit each month (\$300 annually).
- Complete your MyHealth Questionnaire and biometric screening early, because your results will help you make the most of your Healthy Step activities by offering personalized options to focus on addressing your individual health.
- Watch for special events by reading *Daily Extra* and watching the MyHealth page for the latest news about things like: Lunch and Learn sessions, Home Run for Health, Race Through Space, Select walks, runs, and marathons.

Luau Day Friday, July 24

Dust off your tropical attire for Luau Day! Everyone (employees and residents) are encouraged to participate in this campus-wide themed day.

Jeans are also permitted!

Your Voice Creates Wins

MyVoice survey July 20 to Aug. 7



The MyVoice survey is a way for you to share your thoughts, feelings, and ideas. The purpose of the survey is to learn how you feel about various aspects of your workplace experience. It is a tool that allows managers to better understand employee engagement in an effort to continually improve the UPMC employee experience.

The survey will be available **July 20 through August 7**. Responses are confidential. There will be two ways to access the survey - through HR Direct or a link sent to your UPMC email account. The survey takes less than 15 minutes to complete. DecisionWise is an external firm who administers the survey.

For more information about the MyVoice survey, search "MyVoice" on Infonet.

Mid-Year Benefits Change Opportunity

Special Mid-Year Benefits Change Opportunity – available until July 17, 2020. Due to COVID-19, the IRS is permitting flexibility to change benefits elections. As a result, UPMC is supporting IRS Notice 20-29, which permits employers to provide flexibility to employees to change their elections under cafeteria plans.

Even if there has not been a qualifying event in your life, there will be a limited window in which to make the following mid-year benefit changes.

To make a change, call the Employee Service Center at 1-800-994-2752, option 3. Changes cannot be made through HR Direct.

For more information, visit Infonet and search "mid-year benefits change."

July Café Specials & Special Treats

Wednesday, July 8

Seasonal Plate - Summer Salad Special

Saturday, July 11

Blueberry Muffin Day

Monday, July 13

Chili Cheese Fries Special

Thursday, July 16

Seasonal Plate - Caribbean Cobb Salad Special

Thursday, July 23

Hot Dog Day - Get a single hotdog for only 50¢!

Thursday, July 24

Luau Day

Wednesday, July 29

Chicken Wing Special - six wings with the sauce of your choice!

All specials are only \$4.28 once your employee discount is applied.

Human Resources Important Information

New Temporary PTO Max

The maximum PTO you can accrue has been temporarily increased to the policy max plus an additional 80 hours until 12/31/2020. At 1/1/2021, anything over the policy max will be forfeited – not sold back. This was put into place to help everyone take time they may not have been able to because of COVID.

Protected Paid Sick Days for Limited PT and Casual

UPMC provides paid sick time to UPMC-affiliated entity Limited Part time, Temporary and Casual employees who do not accrue Paid Time Off. Retaliation against Limited Part Time and Casual employees who request or use sick time in accordance with this policy is prohibited.

Family Day Postponed

Our annual Family Day celebration has been postponed as we continue to take efforts to help mitigate the potential spread of COVID-19, a disease that is known to cause more serious symptoms in older adults.

Alternative dates are being considered for a family-themed day later this year. This will depend on restrictions.

Keep reading *Asbury Update* for the latest.

Tours Have Resumed

On-site tours resumed in June shortly after Allegheny County entered the green phase of re-opening. Visitors are being screened upon entering; this includes temperature checks. As they tour apartments and common areas, visitors are asked to follow the guidelines set forth by the CDC which includes physical distancing and using face covers.

Since tours are now being scheduled, please do not park in the spaces reserved for the Sales Department (in Asbury Circle, near the gazebo).

Cindy Celebrates 47 Years

On the morning of Monday, June 18, 1973, Cindy Bruno arrived for her first day of work at Asbury Heights. She was the new receptionist.

After having her first child, Cindy's role changed to Administrative Assistant, Staffing and Medical Records.

During her 47-year tenure, Cindy has seen many changes in almost every aspect of the organization. But after nearly five decades, one thing remains the same - she sees Asbury as her second home.

"I love it here," she says. "I never thought I would retire from here. The residents are the reason we're here."



July 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	1 Adrenia Lowman (6)	2 Amanda Schmittendorf (1) Alexandra Vogel (1)	3 Independence Day* Taylor Blair	4 Susan Kuruce-Clutter Karen Wiley
5 Emily Kirschner	6 Katherine Querry	7 Richard Mrenak	8 Leah Fireman Megan Lokhaiser	9 Julianne Pawloski	10 PAY DAY	11 Dan Fleisner (3)
12 Mary Booth (9) Jennifer Nebel (4)	13 Dina Boyle (28) Courtney Kartman	14 Terry Slade (11)	15	16 Christina Byrd (5) Shana Fisher (13) Kim Grueser (2)	17 Jasmine Roche	18
19	20 Andrea Eisaman Collette Parham	21 Anastashia Jenkins Aquaya Robinson	22 Megan Caracciolo (1) Amesha Smith-Griffin (1) Mallorie Turkovich (7) Teresa Valentino	23 Monika DiRenna Barbara Lipscomb Safety Committee Meeting, 2:00 PM	24 Luau Day PAY DAY Mary Booth Sherry Lenik Jesse Pellow	25 Brian Giza
26 Dena Aston Laura Ebel	27	28 Michelle Barkey	29 Charles Kacvinsky (6)	30 Megan Lokhaiser (2) Swathi Tata	31	1

ASBURY HEIGHTS

Part of UPMC Senior Communities
700 Bower Hill Rd.
Pittsburgh, PA 15243
412-341-1030

asburyheights.org

* Date Holiday is Observed by UPMC



Jeans Day

Jeans are only permitted on days where this symbol appears.

Birthday
Anniversary



Limited Parking

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